

The Top 10 Reasons Employees Resist Change

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You can also read this TopTen [here](#).

1. The individual's personal predisposition to change.

This is individual and deeply ingrained because it comes from how change and ambiguity were handled when we were children.

2. Surprise and fear of the unknown.

Information helps with this.

3. Climate of mistrust.

Managers who trust their employees make the change process an open, honest and participative affair.

4. Fear of failure.

When we don't know what the change may bring in terms of our individual jobs.

5. Loss of status and/or job security.

Administrative and technological changes that threaten to alter power bases or eliminate jobs are usually strongly resisted.

6. Peer pressure.

Employees take on the causes of one another even if not directly affected.

7. Disruption of cultural traditions and/or group relationships.

Changes rock the boat and there are waves.

8. Personality conflicts.

Sometimes it's just the person in charge of the change.

9. Lack of tact and/or poor timing.

10. Not seeing the benefits.

Employees resist a change that might bring more work or more pressure while they see nothing positive to be gained.